Suffolk County Police Reform and Reinvention Task Force

Geraldine Hart
Police Commissioner

Suffolk County Police Reform and Reinvention Collaborative

Welcome

Public Input Session 1-2nd Precinct-Town of Huntington

- 130 registrants
- 30 speakers registered
- 15 task force members joined the session: Police Commissioner Geraldine Hart, Deputy Police Commissioner Risco Mention Lewis, ADA Leslie Anderson, Legislator Jason Richberg, Retha Fernandez, Daniel Lloyd, Roger Clayman, Kathleen King,, Lynda Perdomo Ayala, Jennifer Leveque, Pilar Moya, Girish Patel, Sharon Webber, Co-facilitators-Vanessa Baird-Streeter, Jon Kaiman
- Chief of Police Stu Cameron was on the call
- The video of the second meeting will be posted to the website by **Tuesday, November 10**
- All Task Force members will receive written transcription of the Public Input Forum by Thursday**, November 12**
- Next Public Input Listening Session-**November 11, 2020 @6:00pm**

Task Force Members request for information and communication

- Arbitrators List will be shared later today
- List of penalties or discipline progression chart associated with officer misconduct position by permanent appointment can be found in the competitive class of the classified civil service (which includes, but is not limited to, police officers can be found in (https://www.nysenate.gov/legislation/laws/CVS/75) also see Section A13-7.A of the Suffolk County Administrative Code **https://ecode360.com/14937358**). **Will share this in a link to task force members today**

Stakeholder Organizations-who requested to meet with staff and or task force members

- **Suffolk County African American Advisory Board**-Community Policing, Use of Force, Officer Mental Health, Implicit Bias Training
- **Brighter Tomorrows**-Domestic Violence Agency-Domestic Violence, Language Access, SROs, Traffic Stops
- **Axis Church-** Anthony Pelella-SCPD and the personal views of the African American community
- **Assemblyman Phil Ramos**

Agenda

Goals

Data Entry &
Supervisory Review

Discussion
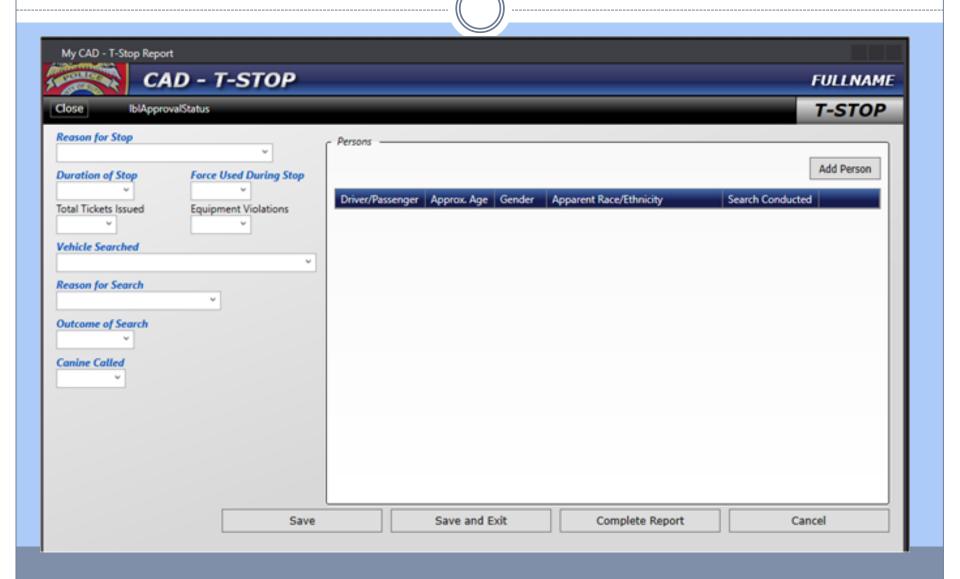
Department
Policy

Moving
Forward

Goals

- Support the Department's commitment to bias free policing

- Review data through multiple supervisory levels

- Assess and respond to any disparities in the data

- Continue to improve and enhance the data collection process

- Collaborate with the community through the availability of data
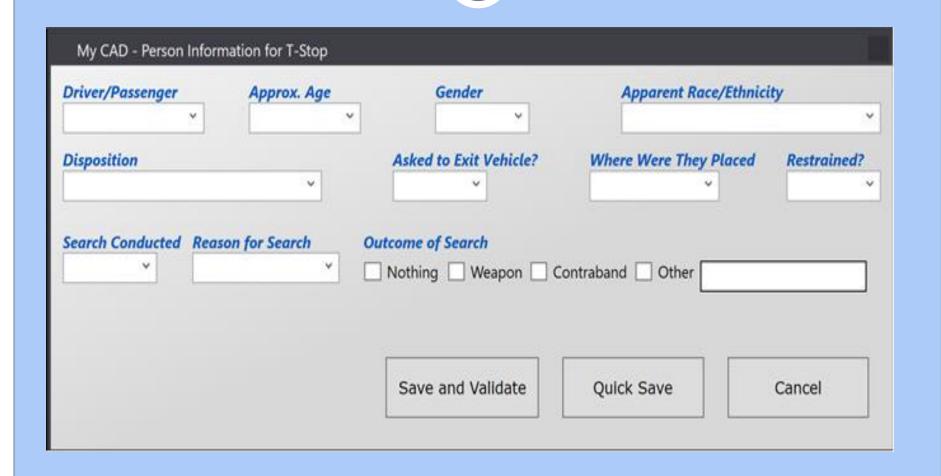
Department Policy

- Traffic Stop Data Collection
  - "The Traffic Stop Data Collection Program will collect data on all self-initiated traffic stops. That data will be analyzed to ensure that all traffic enforcement operations are conducted in an efficient and bias-free manner".
    - *SCPD Chapter 13, Section 9*
  - Before exiting the vehicle, or as soon as possible thereafter, officers will draw a T-Stop with the license plate and location.
    - *SCPD Chapter 13, Section 9*
  - Upon completion of the stop, the officer will open the SCPD Portal and access the T-Stop Data Collection program from the "My CAD Calls" tab and click "Begin T-Stop".
    - *SCPD Chapter 13, Section 9*

T-Stop Data Entry Screen
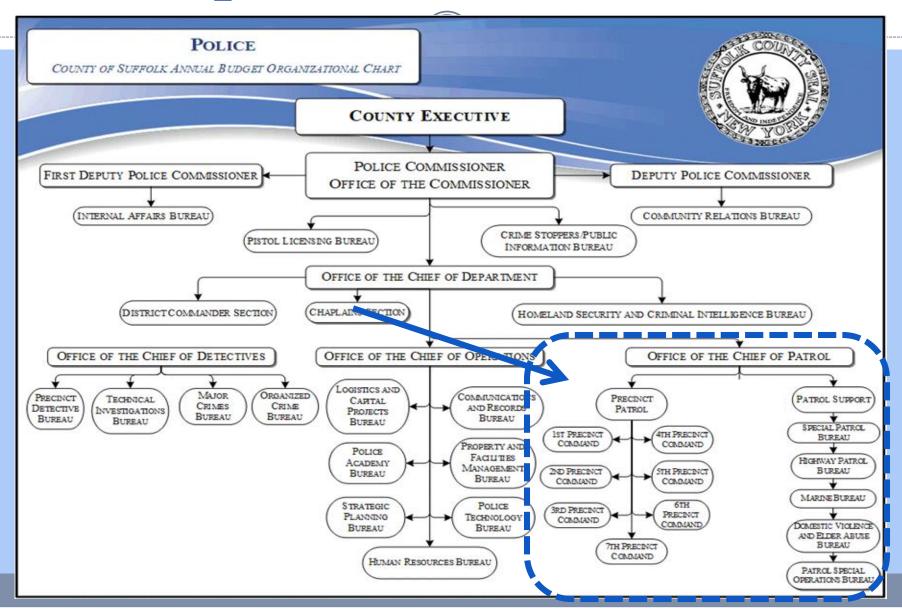
T-Stop Data Entry Screen

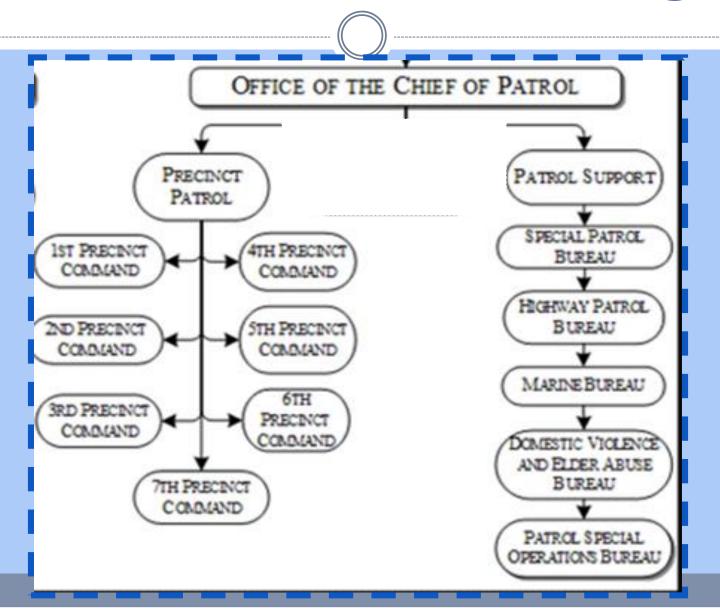# Process

Collect Data

Review & Analyze
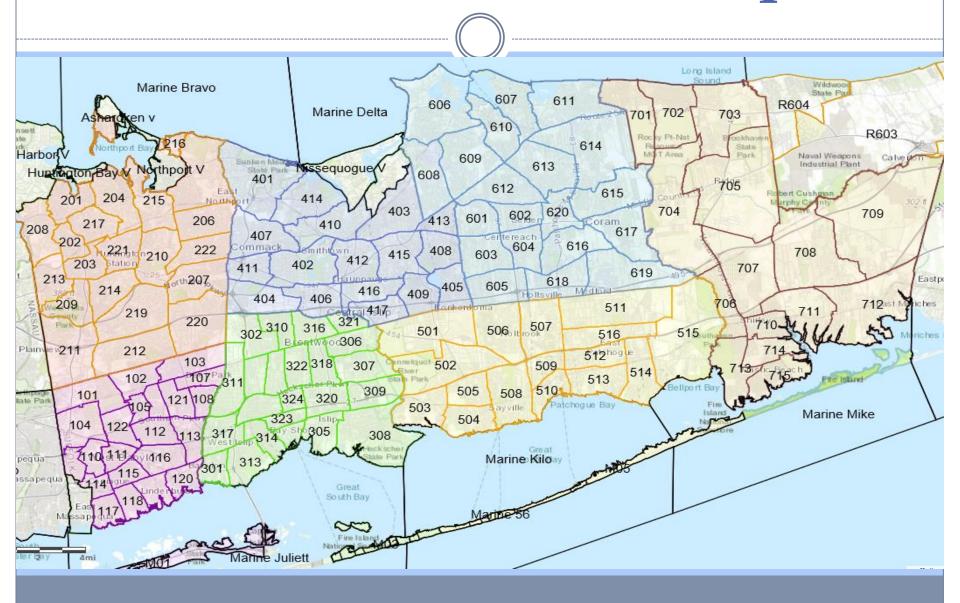
Identify

Solutions

Department Overview

Department Overview

Patrol Division Staffing

Precinct & Sector Map

Precinct Populations

Precinct	Population
Suffolk County Police Department	**1,375,420**
Precinct 1	**211,310**
Precinct 2	**193,388**
Precinct 3	**228,298**
Precinct 4	**159,596**
Precinct 5	**176,672**
Precinct 6	**237,490**
Precinct 7	**168,666**

*Population Data estimations based on 2010 Census Data

Supervisory Review

Review Process

First Line Supervisor
- Sergeant

Second Line Supervisor
- Lieutenant

Precinct Command Staff Level

Office of the Chief of Patrol

Office of the Police Commissioner

Quarterly Reports Review

Provide a broad overview of precinct activity

- Overview of traffic stop activity for the department, broken down by precinct
- Breakdown of traffic stop dispositions for department and precinct.
- Summary of ticket activity for that precinct, shows the officers with the highest amounts of tickets issued and the number of associated stops.
- Summary of incomplete traffic stops by officer
- Vehicle Searches, displaying the % of stops, the reasons for searches, and the outcomes of searches.
- Driver Searches, displaying the % of stops, the reasons for searches, and the outcomes of searches.

Patrol Division Special Order

- Issued to enhance the Department's continued commitment to bias free policing
  - Enhances the Command Level Review & Accountability
    - Quarterly Precinct Traffic Stop Report
    - Identifies officers with substantial statistical inconsistencies related to traffic stops and tickets issued
    - Requires issues to be addressed at the Command Level
    - Supplemental report confirming the review and actions taken is sent to the Chief of Patrol Quarterly
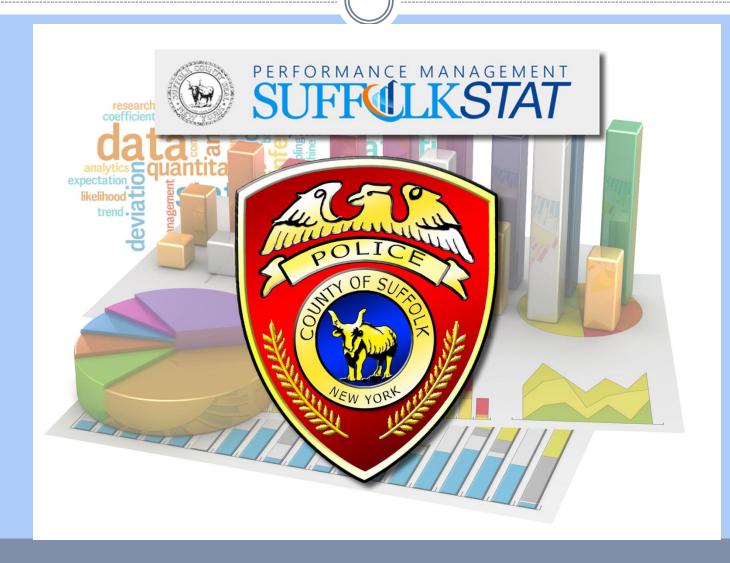
Command Level Review

- Supervisors review monthly officers statistics for the % of stops by officer broken down by race
- Can compare officers assigned to their squad to one another in order to identify outliers

Moving Forward

- Improve Data Collection methods
- Focus groups
- Dashboard "real-time" view for Supervisors
- Early warning system
- Annual review by independent firm
- Increase community engagement with Patrol officers
- Community Meetings at the Precinct Level
- Community Forums at the Department Level

Moving Forward

PERFORMANCE ANALYTICS

Real Time Dashboard

- Multiple supervisory levels of T-Stop data review
- Supervisors can review and analyze:
  - Precinct to Precinct Comparisons
  - Breakdown by command within Precinct
  - Squad to Squad
  - Zone to Zone Comparisons
  - Sector to Sector Comparisons
  - Peer reviews
- Will include real time data by race and gender for:
  - Stops
  - Searches
  - Dispositions
- Early Warning Alert Notifications

Discussion

Outreach and Dialogue with National Experts

DPC Risco Mention Lewis

Frank R. Baumgartner is the Richard J. Richardson Distinguished Professor of Political Science in UNC's College of Arts and Sciences.

His work focuses on public policy, agenda-setting, interest groups in American... and comparative politics, the death penalty and racial profiling in traffic stops.

Much of his current agenda has to do with studies of race, with particular focus on the death penalty and on traffic stops.

Center for Policing Equity

Co-founder and Senior Vice President of Justice Initiatives
Dr. Tracie L. Keesee, is the Senior Vice President of Justice Initiatives and Co-Founder of the Center For Policing Equity (CPE). This critical position expands upon the core mission of CPE, "justice through science." She oversees all law enforcement relationships and program implementation.

Prior to her return to CPE she served as the first ever, Deputy Commissioner of Equity and Inclusion for NYPD.

Director of Law Enforcement Field Engagement
Dr. Rob Kenter holds a Master's Degree in Public Administration from Troy University and a Ph.D. in Public Administration from Old Dominion University's School of Public Service. Before joining CPE he served over 30 years with the Norfolk Police Department, before retiring April 2020.

Outreach and Dialogue with National Experts

Dr. Robin S. Engel is a Professor of Criminal Justice at the University of Cincinnati. She also serves as the Director of the International Association of Chiefs of Police (IACP) / UC Center for Police Research and Policy. She received her doctorate in criminal justice from the School of Criminal Justice at the University at Albany. Did her Doctoral dissertation in front of Dr. Worden

Dr. Engel has consistently been ranked among the top academics based on peer-reviewed publications in the field of criminal justice/criminology.

Dr. Lorie Fridell, Associate Professor of Criminology at the University of South Florida, is an expert in biased policing, police use of force, racial profiling and violence against police.

Fridell served as the Director of Research at the Police Executive Research Forum (PERF) and consulted with a number of agencies including the LAPD, the Institute on Race and Justice and Rand Inc. Fridell is recognized for her work on 'fair and impartial policing' and the development of fair and impartial policing curriculums.

Chuck Wexler is Executive Director of the Police Executive Research Forum (PERF), he leads a staff engaged in policing research, management studies and consulting for police agencies, publication of books and reports on critical issues in policing, police executive education, and policy development.

David M. Kennedy is a professor of criminal justice at John Jay College of Criminal Justice in New York City and the director of the National Network for Safe Communities at John Jay.

Farhang Heydari Executive Director of The Policing Project at the New York University School of Law which is a dynamic, growing organization dedicated to bringing democratic accountability to policing. They work with communities and police departments across the country to ensure that police department policies and practices are transparent, efficacious, and adopted with public input.

DPC Mention-Lewis is a member of National Network for Safe Communities since 2008 and is a Founding member of NYU Brennan Center's National Collective of Law Enforcement Leaders to Reduce Incarceration and Crime

Discussion

Frank Baumgartner…